

Darren Millar AM

North Wales Business Park  
Abergele  
LL22 8LJ

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Dear Assembly Member

The workforce (miner guides) employed at the National Mining Museum of Wales would like to bring to your attention the potential consequences of the financial cut backs you have imposed on the NMGW.

We fully understand the difficulties we all face in this period of austerity however the issues we have are with the way the management of the National Museum of Wales are proposing to implement cost savings at Big Pit which is almost dictatorial and victimising.

We have put together a brief outline of the proposals the management team plan to implement on its workforce.

\* Management have deemed in their God like wisdom that Saturdays and Sundays are no different to a weekday with regards to working and therefore plan to take the current enhancements away from staff working weekends. This means some of the lowest paid staff in some living in the poorest areas in the country losing almost 15% in their wages, whilst people in higher paid positions including most managers will not be affected at all as they do not work weekends.

E.G- a cleaner on £13,000 pa working every weekend gets 15% pay cut - Senior Manager on £70,000 pa working Monday to Friday no pay cut!

\* Naturally as union members we found this unfair and are currently taking industrial action to fight for our rights. However as a punishment for this the Museum are holding back any pay rise negotiations until the dispute has been resolved.

\* On top of this we have also been told that major changes to our pensions are in the pipeline.

The negotiating style of the management leaves a lot to be desired, being negative and not conducive to attempt to reach a positive outcome.

We as miners have a great deal of experience with regards to industrial disputes most of us taking part in 1984/85 miners strike trying to save our jobs and communities . The dispute we are currently involved with has a great deal of similarities to the miners strike as the museum management have the same uncaring attitude to its staff members and we have lost all confidence in them.

Although the mines are sadly long gone the people of South Wales still hold the miners in great esteem and see them as working class heroes. This can be demonstrated by the numbers of people who visit Big Pit each year (140,000) and news of our dispute may have a negative effect on their opinion of the Welsh Assembly.

Everyone is accountable to someone and we believe the National Museum of Wales are accountable to you, The Welsh Assembly. We would therefore ask you to investigate the actions of the NMGW and let us know of your findings.

Yours Sincerely

Miner Guides, Big Pit, Bleanavon.